

**Michigan Department of Labor and Economic Growth
Martin Luther King, Jr.?César Chávez?Rosa Parks Initiative
Public Act 169 of 2003, Section 318
Employment Outcome Data Report
of the Future Faculty Fellowship Program
October 1, 2002 through September 30, 2003**

	PA 93 of 1999	PA 298 of 2000	PA 118 of 2001	PA 144 of 2002 ³
Total Number of Fellows Obtaining Full-Time Employment	1	5	1	27
Total Number of Fellows in Full-Time Faculty Employment	4	11		10
Total Number of Fellows in Part-Time Faculty Employment	3	2		3
Total Number of Fellows in Full-Time/Part-Time Faculty Employment at Own Degree Granting University	19	2	1	6
Total Number of Universities that Reported Hiring Their Own Graduates	3	1		2

- 1) Four universities indicate they monitor employment experiences formally or informally. There has never been a legislative accountability for institutions to hire their own or other FFF graduates at either the two- or four-year college level.
- 2) Research published in the *Chronicle of Higher Education* and the *Harvard University Magazine* highlight the pervasive obstacles that people of color face as a result of the exclusionary hiring practices, sanctioned by custom and law in both private and public higher education. Annual reports issued by the U.S. Department of Education *Digest of Education Statistics* and the American Council on Education *Status of Minorities in Higher Education* provide statistical documentation that these practices continue to preclude or limit access to faculty employment opportunities for Michigan's Future Faculty Fellowship Program African American, Native American and Latino graduates:
 - ? 87% of full-time faculty members in the United States are white; 64% are male.
 - ? More than 65% of those who benefited from intervention/special hire initiatives on college/university campuses were white.
 - ? Only 5% of the full professors in the U.S. are African American, Latino or Native American.
 - ? Despite the increase of master's and doctoral degrees with persons of color earning 16% of the master's degrees and 18.6% of the doctorates in 2000, the proportion of faculty of color today – 2.3% – is virtually the same as in 1979.
- 3) PA 144 of 2002, Higher Education Appropriations Act, funds the 15 public universities who administer the Future Faculty Fellowship Program.

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Number of Participants Receiving Support
Under the Future Faculty Fellowship Program
1987-2003**

University	Master	Ph.D.	Total
Central Michigan University	97	10	107
Eastern Michigan University	142	10	152
Ferris State University	41	1	42
Grand Valley State University	56	0	56
Lake Superior State University	8	0	8
Michigan State University	0	92	92
Michigan Technological University	25	11	36
Northern Michigan University	25	0	25
Oakland University	54	48	102
Saginaw Valley State University	59	11	70
University of Michigan-Ann Arbor	0	65	65
University of Michigan-Dearborn	15	6	21
University of Michigan-Flint	25	5	30
Wayne State University	0	131	131
Western Michigan University	0	102	102
TOTAL	547	492	1,039

	PA 271 of 1998	PA 93 of 1999	PA 298 of 2000	PA 118 of 2001	PA 144 of 2002
Total Number of Fellows Continuing in Program	156	207	143	144	174

	PA 271 of 1998		PA 93 of 1999		PA 298 of 2000		PA 118 of 2001		PA 144 of 2002	
	Master	Ph.D.	Master	Ph.D.	Master	Ph.D.	Master	Ph.D.	Master	Ph.D.
Total Number of Graduating Fellows	15	19	10	15	13	11	15	19	15	16

Higher Education Appropriations Acts:

PA 271 of 1998 – October 1, 1998 through September 30, 1999

PA 93 of 1999 – October 1, 1999 through September 30, 2000

PA 298 of 2000 – October 1, 2000 through September 30, 2001

PA 118 of 2001 – October 1, 2001 through September 30, 2002

PA 144 of 2002 – October 1, 2002 through September 30, 2003

Martin Luther King, Jr.?César Chávez?Rosa Parks Initiative
Report on New Future Faculty Fellowship Recipients by University
1987-2003

University	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	TOTALS 1987-03
Central Michigan University	0	4	5	9	6	7	7	7	7	5	5	3	2	10	3	7	20	107
Eastern Michigan University	1	4	4	11	7	10	7	12	13	7	7	4	3	8	13	9	32	152
Ferris State University	0	6	7	1	2	1	3	2	5	3	4	3	3	*	2	0	0	42
Grand Valley State University	2	6	3	1	2	5	3	4	1	3	6	5	3	3	1	2	6	56
Lake Superior State University	0	0	3	0	3	1	0	0	0	0	0	1	0	0	0	0	0	8
Michigan State University	9	4	5	6	1	5	7	10	8	7	7	2	6	6	6	3	0	92
Michigan Technological University	1	0	0	0	9	0	1	1	4	5	3	2	1	0	1	2	6	36
Northern Michigan University	2	2	1	2	4	3	2	3	1	1	0	1	2	0	1	0	0	25
Oakland University	2	1	8	10	7	6	9	4	4	2	5	3	1	7	2	8	23	102
Saginaw Valley State University	6	2	8	0	6	1	1	1	4	4	5	5	3	7	6	3	8	70
University of Michigan-Ann Arbor	16	3	4	5	3	5	6	3	3	4	5	1	3	2	0	2	0	65
University of Michigan-Dearborn	0	0	1	4	0	4	3	2	3	1	0	1	1	1	0	0	0	21
University of Michigan-Flint	7	6	0	4	1	2	2	4	0	0	0	3	0	0	1	0	0	30
Wayne State University	7	6	4	7	15	6	5	6	6	7	9	12	5	4	4	9	19	131
Western Michigan University	12	2	6	1	6	7	3	4	7	4	4	5	6	3	7	7	18	102
TOTAL BY YEAR	65	46	59	61	72	63	59	63	66	53	60	51	39	51	47	52	132	1,039